

From: Rusty Nail <chiefrustynail@gmail.com>

Date: May 1, 2019 at 11:56:10 AM CDT

To: "Amy L. Lovoy" <allovoy@myescambia.com>

Cc: Matthew Coughlin <MCOUGHLIN@myescambia.com>, "Alison A. Rogers"

<aarogers@co.escambia.fl.us>, John Dosh <JSDOSH@co.escambia.fl.us>, "Addison R. Lavaway"

<ARLAVAWAY@myescambia.com>, District1 <District1@co.escambia.fl.us>, District2

<District2@co.escambia.fl.us>, District3 <District3@co.escambia.fl.us>, District4

<District4@co.escambia.fl.us>, District5 <District5@co.escambia.fl.us>

Subject: RESPONSE: Message From Chief Nail

Amy,

Good morning and thank you for a response. While most of the statements are accurate, I will offer my impression for the record below within your narrative. That said, protecting the County from liabilities, as well its image are why these 'issues' were not brought forward on a public scale. Rest assured they were brought forward in some form/fashion along with a plan for action.

That said, I respect your decision and authority as the County Administrator and humbly accept that decision. Can either yourself or anyone else please clarify with a response, that you approve of my request sent on Sunday to end employment 6/15/2019?

I wish the County best success moving into the future, and appreciate the selection of Janice Gilley as County Administrator. I also apologize for any additional strain created by having a change of heart. This after considering the Board's recent progressive/positive actions, hearing Ms. Gilley's vision, countless employees support, and prayers from citizens of this County. Thank you again for your consideration and opportunity to serve.

Rusty

From: [Amy L. Lovoy](mailto:allovoy@myescambia.com)

Sent: Wednesday, May 1, 2019 10:42 AM

To: chiefrustynail@gmail.com

Cc: [Matthew Coughlin](mailto:MCOUGHLIN@myescambia.com); [Alison A. Rogers](mailto:allovoy@myescambia.com); [John Dosh](mailto:JSDOSH@co.escambia.fl.us); [Addison R. Lavaway](mailto:ARLAVAWAY@myescambia.com); [District1](mailto:District1@co.escambia.fl.us); [District2](mailto:District2@co.escambia.fl.us); [District3](mailto:District3@co.escambia.fl.us); [District4](mailto:District4@co.escambia.fl.us); [District5](mailto:District5@co.escambia.fl.us)

Subject: FW: Message From Chief Nail

Importance: High

Rusty,

In December 2018 you came to a meeting with Matt Coughlin and turned in your letter of resignation. When I came into Matt's office, I asked you 1) why you were leaving and 2) if I could talk you into staying. You told me at that time that you were certain that you wanted to leave and that the reasons were personal. I asked you to think about it over the next day or two, and if after that you still wanted to resign, I would accept it. **This is when I was told Mr. Brown wanted to speak to me. I withdrew any resignation following our meeting together.** ~~You returned and again stated that you were certain you wanted to resign, and at that time I accepted it. Several days later, you asked to rescind that resignation, and I happily agreed.~~ At NO point during any of these conversations did you mention ANY specific issues in Public Safety up to and including those currently in the media **(Correct, I wanted**

any separation to be amicable as I stated at the time, and understanding all issues brought forward to that point were either ignored, deferred, or obstructed from correction). In fact you did not make me aware of any issues until late January, early February when Matt and I asked to initiate an investigation (Yes, formally as the needs were critical and evidence was brought forward that required Administrative action immediately).

On April 1, 2019, you again submitted a resignation. On April 10, 2019 you sent an email stating you would be on leave from that day until June 1, 2019 (Yes, after your encouragement twice that I should take an early leave), but on April 12, 2019 you changed your mind and stated that you will be back in the office on April 15, 2019 working until May 1, 2019 (Yes, after not being contacted by anyone to provide information to your Ombudsman and knowing that any internal investigation requires accurate information).

On April 28, you changed your date to begin leave the following day on April 29, 2019 extending your final date to June 15, 2019. Two days later on April 30th, you asked to rescind a resignation (Yes, after not getting any response from my request 4/28, watching the Administrator interviews, I was left with the impression that my services were still needed).

~~This week I've been made aware of a meeting you had in September with Jack Brown where you again discussed your dissatisfaction, and Jack talked you out of leaving at that time as well.~~

With this totality of circumstance, I am not inclined to accept your desire to rescind your resignation. If you have any questions or if you wish to discuss this, please do not hesitate to give me a call at (850) 595-3936.

From: Addison R. Lavaway <ARLAVAWAY@myescambia.com>

Sent: Tuesday, April 30, 2019 3:39 PM

To: District1 <District1@co.escambia.fl.us>; District2 <District2@co.escambia.fl.us>; District3 <District3@co.escambia.fl.us>; District4 <District4@co.escambia.fl.us>; District5 <District5@co.escambia.fl.us>; Matthew Coughlin <MCOUGHLIN@myescambia.com>; Amy L. Lovoy <allovoy@myescambia.com>; John Dosh <JDOSH@co.escambia.fl.us>

Subject: Message From Chief Nail

Importance: High

Per Chief Nail,

"Please find the attached letter. I will be using PTO this week with the exception of Thursday. "

Thank you,

Addison Lavaway

Administrative Assistant

Public Safety

6575 North W Street

Pensacola, FL 32505

O: 850-475-5548

Chief Nail's Office: 850-475-5530
arlavaway@myescambia.com

